

Employment Training Panel - Trainee Wages

ETP Minimum Wages 2014

ETP Minimum Wages broken down into: Standard Wages; HUA Wages; SET wages:

Standard:

STANDARD WAGES FOR CALENDAR YEAR 2014 (Table 1) (May use health benefits to meet the ETP minimum wage requirement.)				
COUNTIES			NEW HIRE MINIMUM WAGE	RETRAINEE MINIMUM WAGE
•Alameda	•San Francisco	•Santa Cruz	\$13.55	\$16.25
•Contra Costa	•San Mateo			
•Marin	•Santa Clara			
•Los Angeles				
•Orange			\$13.37	\$16.04
•San Diego			\$13.32	\$15.98
•Sacramento			\$13.00	\$15.60
•All Other Counties			\$12.99	\$15.59
			\$12.19	\$14.90

High Unemployment Areas (HUA):

Trainees in HUA: training projects funded under [UI Code](#), Section 10201.5 must meet the minimum wage standards as shown in [Table 1](#). (Unless they are approved for a wage waiver by the Panel as identified below, in which case they may meet the wage requirements in [Table 2](#) below).

For HUA new-hires and retrainees: On a case-by-case basis, the ETP minimum wage requirement may be waived up to 25% below the Standard Wages Table, after training and employment retention, if post-retention wages exceed pre-retention wages the wages must meet or exceed the Federal and State minimum wage requirements. *Note: For New Hires: No post-retention wage increase is required.*
Note: For Retrainees: Trainee's post-retention wage must be higher than the wage at the start of training - except in cases precluded by existing collective bargaining agreement.

HUA WAGES FOR CALENDAR YEAR 2014 (Table 2) (May use health benefits to meet the ETP minimum wage requirement.)				
COUNTIES			NEW HIRE WAGE AFTER RETENTION	RETRAINEE WAGE AFTER RETENTION
•Alameda	•San Francisco	•Santa Clara	\$10.16	\$12.19
•Contra Costa	•San Mateo	•Santa Cruz		
•Marin				
•Los Angeles				
•Orange			\$10.03	\$12.03
•San Diego			\$9.99	\$11.99
•Sacramento			\$9.75	\$11.70
•All Other Counties			\$9.74	\$11.70
			\$9.14	\$11.17

Special Employment Training (SET):

SET is funded under [UI Code](#), Section 10214.5 and CCR 4409 for Frontline Workers:

SET WAGES FOR CALENDAR YEAR 2014 (Table 3) (May use health benefits to meet the ETP minimum wage requirement.)	
TERM BEGINNING DATE Jan. 1, 2014 – Dec. 31, 2014	SET MINIMUM WAGE
Earning at Least the State Average Hourly Wage	\$27.09
Multiple Barriers to Full-Time Employment	See Table 1
High Unemployment Areas	See Table 1 or Table 2 ETP standard minimum wage may be waived for HUA retrainees , if post-retention wage exceeds the wage at start of training. ETP standard minimum wage for HUA new hires may be waived up to 25%, on a case-by-case basis - no post-retention wage increase requirement.
Small Business Owners	No wage requirement
Seasonal Worker Training	See Table 1 ETP standard minimum wage may be waived for seasonal worker” retrainees only, if post-retention wage is higher than wage at the start of training. Under 10214.5(d) <i>*on a case-by-case basis, the Panel may waive the minimum wage requirements for these trainees at the start of training (up to 25% below the ETP minimum wage requirement). The trainee’s post retention wage must be higher than the wage at the start of training – except in cases precluded by existing collective bargaining agreement.</i>
Critical Proposal or Priority Industry	\$20.32 Trainees may earn up to 25% below the State average hourly wage. Health benefits may be used to meet this modified wage requirement. Workers must work in a priority industry sector or be funded for training under a Critical Proposal. This wage modification will be determined on a case-by-case basis.